



# LEADERSHIP AND DIVERSITY

INFORMATIONAL WISDOM FROM THE HRA AND CCM COMMUNITIES



January 2015 Volume 6 Num 1

## In This Issue

### Significant Quotes

NG Highlights: "National Guard Diversity Conference 2014"

### Feature Article:

"Launching the New Year with a Commitment to be Self-Consciously Reflective"

Ethics: "4 Ways to Practice an Attitude of Gratitude"

Leadership: "3 Leadership Trends of 2014"

Better Workplace: "Tips for a Better Workplace Harmony"

Mentoring: "We Believe in 8 Mentoring 'Truths' "

Added Value and Wisdom: "Quotes That Will Dare You to Do Great Things"



January: National Mentoring Month

**Happy New Year 2015**

## NG Highlights

### "National Guard Diversity Conference 2014"

Conference focuses on building greater diversity within the National Guard

Article by Tech. Sgt. David Eichaker



Army Gen. Frank J. Grass, chief of the National Guard Bureau

SAVANNAH, Ga. - Diversity in the National Guard is an important component of continued success and educating leaders in diversity is one way to further strengthen the Guard, said the Guard's top general. "One of our National Guard's greatest strengths as an operational force is that we are present in communities across the country," said Army Gen. Frank Grass, chief of the National Guard Bureau, at the National Guard Diversity Conference. "When you bring in the National Guard, you bring in the richness and diversity of hometown America."

The conference focused on building greater diversity within the Guard. "You will see how important diversity and inclusion is in everything we do," Grass said during his address to attendees. Diversity, he added, is important

because it allows the Guard to represent the communities Guard members serve. "That's why this conference and setting the stage here is important," he said. "I want you to be thinking about what we should look like in 2025 and beyond." Focusing on those long term goals allows the Guard to complete its mission of fighting America's wars, defending the homeland and building enduring partnerships.

"Those are the three missions," Grass said. "They're so closely tied to the diverse organization we are and the inclusion of all of us to build that force for the future." Although the three missions are the priorities of the Guard, they cannot be met without individual Guard members working together. "Everything deals with people and that's how important this conference is," Grass said. "As we bring diversity and inclusion into our organization, we get better every day."

That also works to create an environment where Guard members stay engaged while finding greater cohesion. "Not only do you get trust with an organization, you get integrity to the process," said Chief Master Sgt. Mitch Brush, the senior enlisted advisor

## Airman's Creed

**I am an American  
Airman.**

**I am a warrior.  
I have answered my  
nation's call.**

**I am an American  
Airman.**

**My mission is to fly,  
fight, and win.**

**I am faithful to a  
proud heritage,  
A tradition of honor,  
And a legacy of valor.**

**I am an American  
Airman,**

**Guardian of freedom  
and justice,  
My nation's sword and  
shield,  
Its sentry and avenger.  
I defend my country  
with my life.**

**I am an American  
Airman:**

**Wingman, Leader,  
Warrior.**

**I will never leave an  
airman behind,  
I will never falter,  
And I will not fail.**



"This DoD Newsletter is an authorized publication for members of the Department of Defense. Contents of The Leadership & Diversity newsletter are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, or Air National Guard."

to the chief of the NGB. "Diversity in our perspective should be a natural progression on how we get to solving problems."

Solving problems is part of being a high-quality leader who can adjust to a changing environment. Good leaders must be adaptive to a changing workforce and missions, said Air Force Brig. Gen. Ondra Berry, special assistant on diversity to the chief of the NGB and assistant adjutant general for Air with the Nevada National Guard. Berry said that good leaders must have a fundamental care for people and not fixate on one belief system. "You're going to have to have an adaptive leader for that," Berry said. Being an adaptive leader also means being bold. "If I wanted someone to remember three things about diversity, it would be color bold, gender bold and capability bold," said Army Brig Gen Linda Singh, head of the Maryland Army National Guard. "I think if we focus on those three things, we accomplish a lot." And that includes looking at a Guard member's individual qualities. "We need to be looking at all individuals, ensuring that we're allowing them to bring the best of themselves to the table," she said. "I want them to bring their culture, background and everything about them and as soon as you allow individuals to do that, they are going to outperform beyond your expectations." Using the qualities of others can help build up organizations to be more enduring. "The most efficient, most effective, high performance organizations will capture and take advantage of and harness all the different types of attributes of personality in addition to demographic diversity," said Army Maj. Gen. Timothy A. Reisch, chair of the NGB Joint Diversity Executive Committee and adjutant general of the South Dakota National Guard. "When people have different backgrounds, education and experiences, is what will make this organization stronger."



Brig. Gen. Ondra Berry, special assistant on diversity to the chief of the NGB and assistant adjutant general for Air with the Nevada National Guard.



Army Gen. Frank J. Grass, chief of the National Guard Bureau, Air Force Lt. Gen. Stanley E. Clarke III, director of the Air National Guard, and Army Maj. Gen. Judd H. Lyons, acting director of the Army National Guard, sign the National Guard Bureau Diversity Strategic Plan at the Combat Readiness Training Center in Savannah, Georgia, Dec. 10, 2014. (Photo by Tech. Sgt. David Eichaker)

During the conference, Grass and other senior Guard officials signed the NGB Diversity Strategic Plan. "This is a historic event," said Air Force Col. Shirley Raguindin, chief of diversity for the NGB. "It is important for the National Guard to have a document to hold us accountable to implement diversity and inclusion." The strategic plan will help the Guard become among the top in diversity and inclusion, with the goal to be number one, Raguindin said. "In order to do that, we need to communicate our initiatives on

diversity and inclusion," she said. And that is an important step toward meeting those goals. "What we are doing with diversity is ensuring that we (implement) it throughout the National Guard," she said.

Re: <http://www.nationalguard.mil/News/ArticleView/tabid/5563/Article/12422/conference-focuses-on-building-greater-diversity-within-the-national-guard.aspx>



## Air Force Core Values

*Integrity first  
Service before  
self  
Excellence in  
all we do*

## Important Dates to Remember January

**Jan 1 New  
Year's Day**

**Jan 6 Three  
Kings Day (Dia  
de los Santos  
Reyes) (Hispanic  
communities)**

**Martin Luther  
King Jr.'s  
Birthday ~  
(observed the  
3rd Monday in  
January) (Actual  
DOB 1-15-1929)**

**National  
Mentoring  
Month**

## *Furthermore...*



"Several members of the Joint Diversity Executive Council (JDEC) and other Savannah Diversity Conference attendees gather after Gen Grass received the JDEC outbrief and addressed the group. The JDEC consists of senior Army and Air Guard members who meet quarterly with the objective of operationalizing diversity in the National Guard."

On behalf of Gen Frank J. Grass, CNGB; MG Reisch NGB JDEC Chair; and Brig Gen Berry, Special Assistant to CNGB on Diversity, the Conference Leadership Team thanks you for your interest in the 2014 NGB Diversity Conference held in Savannah last month. Many were unable to participate due to the attendance cap, but you can still reap some of the benefits of this phenomenal conference experience.

The following websites provide you with information, training, and tools for your developmental use and for you to pass on to your organization. Those who attended were charged with the responsibility to return to their states and use the conference as the beginning phase of an ongoing training campaign to operationalize diversity. Those who were not able to attend will find these materials inspiring, extremely informative, and useful for training and briefing purposes. Enjoy!

Presentation Materials:

<https://www.jointservicessupport.org/Events/EventDetails.aspx?Id=f4ab599e-89b8-4eb6-a298-e115b498b367&tab=2>

Diversity Conference Lightning Rod Videos:

<https://www.youtube.com/playlist?list=PLkepjLpjBliJXG9WpgRsyqtWAdvtomuS>

Strategic Plans, Diversity Best Practices, Joint Diversity Executive Council Info, JDEC Contact Numbers and more : New Diversity Site :

<https://www.jointservicessupport.org/diversity>

This new NGB Diversity website is accessible from a non-government computer and does not require CAC-enabled entry.

## Army Core Values

Loyalty

Duty

Respect

Selfless Service

Honor

Integrity

Personal Courage

*Be someone who matters to someone who matters... Mentoring Works!*

## Feature Article

### “Launching the New Year with a Commitment to be Self-Consciously Reflective”

by Michael Josephson



Expanding on the theme that the best way to improve your life and have an exceptionally successful and fulfilling New Year is to increase your wisdom and optimism, I urge you not to just skim this essay but to take some serious reflection time to answer these questions:

What did you learn last year that will help you become wiser and better? And for that matter, what did you learn last month, last week, yesterday? These aren't questions you can answer off the top of your head. They require serious and systematic reflection, an essential quality of wisdom and the foundation stone of happiness. So before you finalize your New Year's resolutions, consider adding a commitment to be self-consciously reflective and self-confidently humble.

Self-conscious reflection is developing the habit of regularly reviewing and reconsidering life's experiences to extract meaningful lessons. An annual ritual is important but hardly enough. Think how much more you'll learn and grow if at the end of each day or week you set aside quiet time to ask yourself these three questions:

1. What went well, and what didn't?
2. What did I do to make things better or worse, and what could I have done better?
3. Were my attitudes and reactions to the experience what I wanted them to be?

This sort of rigorous reflection doesn't happen spontaneously. That's why it has to be self-conscious. I confess I often don't follow my own advice. My goal this year is to be more self-disciplined.

Self-confident humility is the attitude that you don't have to be sick to get better; an abiding belief that there is always something to learn from every experience and that being smarter or better today doesn't mean you were inadequately smart, sensible, or virtuous yesterday.

If you can't list at least ten useful life lessons from the past year, you either haven't thought hard enough or you may be afflicted with self-limiting arrogance, the belief that you really are as smart and good as you can or care to be.

Re: <http://whatwillmatter.com/2013/12/commentary-807-5-launching-the-new-year-with-a-commitment-to-be-self-consciously-reflective/>



Gen Frank J. Grass  
Chief of the National  
Guard Bureau

"One of our National Guard's greatest strengths as an operational force is that we are present in communities across the country. In the end, when you bring in the National Guard, you bring in the richness and diversity of hometown America."



Command Chief Master  
Sgt. Mitchell Brush  
Senior Enlisted Leader

"Diversity in our perspective should be a natural progression on how we get to solving problems."

## Ethics & Character

### "4 Ways to Practice an Attitude of Gratitude"

By Brian Tracy



From Thanksgiving to the New Year, we are given plenty of opportunities to express gratitude. But it is important to continue developing an attitude of gratitude beyond the New Year. By doing so, you will become warmer, friendlier and increase your self-esteem and the self-esteem of those around you. An attitude of gratitude causes you to be more sensitive and aware of people around you.

**Developing an Attitude of Gratitude:** An attitude of gratitude fulfills one of the deepest needs in human nature: to feel valuable. An attitude of gratitude boosts a person's self-esteem as you validate their worth. Imagine every person wearing a sign around his or her neck, all day long, that says, "Make me feel important." In every interaction with every single person, you should respond to this basic human request. You should always be looking for ways to make people feel important and valuable as parts of your life.

**How Do You Do It? Practice the Four A's** To develop your "attitude of gratitude"—and imbue others to feel important as you do—adopt the four A's: appreciation, approval, admiration and attention.

**1. Appreciation:** Take every opportunity to thank each person for everything that he or she does, small or large, in the process of carrying out their duties. Every time you develop an attitude of gratitude and say thanks to a person, his or her self-esteem is boosted. He or she feels more valuable and perhaps even more motivated to do more of the things for which they received appreciation.

**2. Approval:** The second way to make people feel valuable is to express approval. Give praise and approval on every occasion for every accomplishment of whatever size. Give praise for every good effort. Give praise for every good suggestion or idea. Especially praise people when they do something that goes above and beyond the call of duty. Praise immediately, praise specifically, and praise regularly. Whenever you praise people, they experience it physically and emotionally. Their self-esteem increases, and they feel happy inside. And whatever behavior you praise, it most often is repeated. In fact, the definition of self-esteem is "the degree to which a person feels himself or herself to be praiseworthy."

**3. Admiration:** The third self-esteem building behavior you can practice is admiration. As Abraham Lincoln said, "Everybody likes a compliment." Continually compliment people on their traits, such as punctuality and persistence. Compliment people on their possessions, such as their clothes, accessories, and even their decorations. Compliment them on their accomplishments, both at work and in their private lives. Every time you admire something about another person, you raise that person's self-esteem and make them feel happier.





Lieutenant General  
Lt. Gen. Stanley E.  
Clarke III, Director Air  
National Guard

"As leaders, it is in our best interest to mentor all members so they are able to perform and engage at the very highest levels of the profession of arms."



Command Chief  
James Hotaling,  
ANG Command  
Chief

"Fate has placed us in this position. Our Airmen expect the best from us every day, and we will not fail them."

**Key Focus Areas:**

- Renew Our Commitment to the Profession of Arms.
- Health of the Force.
- Recognize/Embrace Our Accomplishments.

**4. Attention:** The fourth behavior, perhaps the most important of all, is attention. This simply means that you listen. Listen patiently. Listen quietly. Listen calmly. Listen thoughtfully. Listen without interrupting. True listeners hear what's being said to them.

**Be Thankful:** Think of the wonderful experiences you've had in the past, the lessons you've learned, the books you've read, the movies you've seen, the songs you've heard and the foods you have eaten. Think of the places that you have visited and the experiences that you have had in your travels and work. Look back over the years that have passed and look at the years ahead. Think about the opportunities you have lying ahead of you, and you will be amazed at how many things you have in your life for which you can be truly grateful.

No matter what your condition, you can be grateful for all of your senses, for the miracles of sight, sound, touch, taste, smell and feeling. You can be thankful for the functioning of your body and for the health of your limbs. You can be grateful for the incredible gift of the life that you have lived up until now, and the great life that lies ahead of you. While sitting alone in your room, think about your current blessings and of reasons to be truly grateful. Develop an attitude of

gratitude and practice the four A's to build your self-esteem and make the most of your life.

Re: <http://successnet.czcommunity.com/words-of-wisdom/4-ways-to-practice-an-attitude-of-gratitude/23958/>

## Leadership

### "3 Leadership Trends of 2014"

The styles, tools, and theories of management that CEOs and academics are espousing this year.

By Will Yakowicz, Staff Writer, Inc.

What are the most innovative leadership methods being taught in business schools and implemented by CEOs? Below, read three trends taking hold this year.

**1. Unlocking hidden strengths:** Chris White, managing director of the Center for Positive Organizations at The University of Michigan's Ross School of Business, tells *Inc.* that today's best leaders are engaging in "endogenous resourcing," an academic term that refers to finding unique ways to unlock employees' hidden strengths. White explains that by focusing on building relationships with your employees, you can discover their full capabilities while also providing them with a feeling of ownership over their work and a greater sense of well-being. "There are positive physiological outcomes from this type of leadership that can be scaled to whole companies," he says.

A good example of endogenous resourcing can be found in the leadership style of Whole Foods co-CEO Walter Robb. "He draws on individuals' strengths in a way that is firm yet deferential and open," White says. "He's able to be collaborative

## Mentoring

**M**odel – must lead by example

**E**mpathize – a measure of interpersonal involvement and caring

**N**urture – caring attitude with an emphasis on development and understanding

**T**each – step-by-step learning and correcting mistakes

**O**rganize – sequential plan of lessons with a defined target of learning

**R**espond – developing a communicative process between the two

**I**nspire – motivating a person to be better than before

**N**etwork – introduce to others that can also provide support, info and resources

**G**oal-set – set realistic and attainable goals

but is also clear in his directions." White says that when new employees begin working at a Whole Foods store, they undergo a three-month trial period. At the end of that time, their team votes on whether they will keep the job or be fired. "This practice helps to build ownership and collective responsibility, which are all resources from within," White says. "You can't buy that stuff--you have to lead it."

**2. Giving second chances:** Fred Keller, founder and CEO of Grand Rapids, Michigan-based plastics manufacturing company Cascade Engineering, has led his multimillion-dollar business based on a quote from 18th-century theologian and social reformer John Wesley: "Do all the good you can." Cascade, which Keller started in 1973, now has 12 business units around the world, producing auto parts, furniture components, waste containers, and installing wind turbines, solar panels, and affordable water filters for the developing world. Cascade is the largest manufacturing business certified as a B Corporation, which means it has made a commitment to solving social and environmental problems and meets a lengthy set of performance, accountability, and transparency standards.

Keller, who also teaches sustainable business practices at Cornell University's Samuel Curtis Johnson Graduate School of Management, says his leadership style is ruled by his heart first and his brain second. Cascade's signature program is "Welfare to Career," where the company brings aboard people who have been on government assistance for long periods. Keller says the program has saved the state of Michigan millions of dollars by getting people off the welfare rolls. "It isn't just about providing a job, it's about providing a career," Keller says. But it hasn't been easy. "We had to learn how to change our culture to be more accepting and welcoming. Guess what? When we did this for people who have been on welfare it made our culture more positive throughout for everyone. And it turns out to be good for business." After the program took off and the culture changed, Cascade's retention rates rose, as did employee satisfaction. About five years ago, Keller launched a new program to hire ex-felons.

Management policies like these are spreading, and taking on a greater importance all the time, Keller maintains. "There is an increasing sense that our politicians are not going to solve our problems. They have demonstrated that they can't even keep the trains coming on time," he says. "But then who is? It's up to business leaders who align their businesses to solve some of the world's problems."

**3. Implementing democracy:** Avinoam Nowogrodski, CEO of project-management software company Clarizen, says the command-and-control style of leadership popular in decades past doesn't work for today's business environment. "People want a voice, people want to participate, and this requires democratic principles," he says. Nowogrodski attributes his company's success to hiring the right people and leading democratically. He says he hires people who have three distinct characteristics--curiosity, modesty, and passion--or what he calls the "Clarizen DNA." Once you have people in place who exhibit those key traits, you can implement a democracy focused on individual participation and empowerment, he says. "It requires all the principles of democracy: People can say whatever they want to say and you want to cultivate their voice and make

### Reflection of the Month

*"Think big and don't listen to people who tell you it can't be done. Life's too short to think small." --Tim Ferriss*

### The Seven C's of character:

Conscience

Compassion

Consideration

Confidence

Control

Courage

Competency

sure they are outspoken. There needs to be a justice system where everyone is equal. This makes people feel as if they're in a fair fight, things are possible instead of being dictated from above," he says. "We make our employees feel like they contribute more than they ever did at other companies and are a part of a big story."

Re: <http://www.inc.com/will-yakowicz/leadership-trends-of-2014.html>

## Better Workplace

### "Tips for a Better Workplace Harmony"

*By Thomas C. Keith*

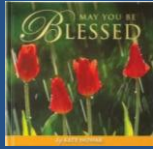
How important are our interpersonal and communication skills in our work environment? I believe they are the key to having successful relationships in the workplace. Every single individual is different. Each person we work with has a different style, personality and method for performing their job responsibilities.

How do individuals with diverse backgrounds, personalities and styles work harmoniously on a daily basis? In my opinion, there are several ways to make it work and it does not take the leader telling people how to do it. It takes each individual "buying in" to the concept of team and the concept of cooperation. Here are some suggestions to a successful workplace:

- **Put the interests of the organization first and personal interests second.** No matter what your work style might be, it is a must that each individual embraces the mission and purpose of the organization and understands why they are there to serve.
- **Don't let little things turn into big things.** When a problem occurs, address it head on. There are always going to be disagreements in the workplace. But if individuals are honest, forthright and cooperative and things are addressed early on, then small problems will not turn into large problems. Always show respect for the other person, no matter the situation.
- **Earn the trust of others.** Trust is a very fragile thing. It can easily be broken and is hard to repair. At one time or another, we all become disillusioned or perhaps untrusting of another person's actions. Sometimes these trust breakdowns are intentional and sometimes they are not. If each employee is consistent and focused on the best interest of the organization then trust should be almost a "given." If not, people are not focusing on the mission as they should.
- **Compliment and reward.** If someone does a good job, tell them they did a good job. If someone does something nice or out of the ordinary, thank them for it. The workplace is all about relationships. Don't take anyone or anything for granted. We earn our place at the table every day.
- **Have positive body language.** I have learned that when I get tired of something, I fold my arms and begin to tune out. I have to work on this



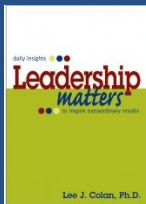
## Recommended Reading



### May You Be Blessed

by Kate Nowak

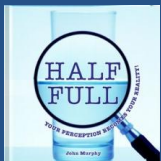
<http://www.walkthetalk.com/may-you-be-blessed.html>



### Leadership Matters Daily Insights To Inspire Extraordinary Results

by Lee J. Colan, Ph.D.

<http://www.walkthetalk.com/leadership-and-personal-development/specialty-resources/new-arrivals/leadership-matters.html#sthash.13jQI9Eo.dpuf>



### Half-Full Your Perception Becomes Your Reality

by John J. Murphy

<http://www.walkthetalk.com/gift-books-bestsellers/half-full.html#sthash.PRHQlgur.dpuf>

sometimes. Be attentive, listen, show compassion and concern. If someone is having a bad day, lift them up somehow. If someone is hurting and needs help, find a way to help them. We should never be too busy with our own work to stop and look out for our fellow team members.

- **Avoid being jealous of others.** Everyone wants to be successful. Sometimes individuals are in the limelight and others are not. This changes from situation to situation. Be happy for others' successes. A successful individual is part of a successful team.

- **Look for new and innovative ways to help the team.** Be a strategic thinker. Life moves forward and if we get stuck in the same rut or way of doing things, organizations and individuals in that organization gets stale. A new idea can be very helpful.

- **Swallow your pride.** If your feelings get hurt or you get mad about something or somebody has done something wrong in your eyes, get over it. Move past it

and chock it up as a learning experience. Although, let the person know that they hurt your feelings though. That is an important part of moving on.

- **Be nice every day.** People should not have to woo you into being in a good mood. Be thankful you have a workplace and make the best out of every day. If you don't, then you are not only hurting yourself but also your fellow employees.

- **And finally; maximize your performance.** Nothing speaks louder than hard work, a good effort and putting your best foot forward. How hard you work and how much pride you take in your work is up to you to control.

Work is vital to all of us. We only move through the workforce one time in our lives and we can't go back and start over so we should make the most of all situations. Working harmoniously takes effort. My hope is that all organizations and the staff associated with them will take stock of who they are and how they interact with their fellow employees. It is the responsibility of each of us to do that and to do it daily. We need to be good at it.

Article Source: [http://EzineArticles.com/?expert=Thomas\\_C.\\_Keith](http://EzineArticles.com/?expert=Thomas_C._Keith)

Re: <http://ezinearticles.com/?Tips-for-a-Better-Workplace-Harmony&id=7172576>

***"The time to take counsel of your fears is before you make an important battle decision. That's the time to listen to every fear you can imagine! When you have collected all the facts and fears and made your decision, turn off all your fears and go ahead!"***

*--Gen. George S. Patton*

## Mentoring & Force Development

### “We Believe In 8 Mentoring ‘Truths’ ”

Posted on Thu, Mar 13, 2014 by Renate Onusko

The Six

Pillars of Character

Trustworthiness

Respect

Responsibility

Fairness

Caring

Citizenship

#### Contact Us

If you have an inspiring story or article related to the subject matters discussed in this publication and will like to contribute, or if you have any value added comment or idea, please contact us.

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1. **Mentoring is a customizable solution.** Choose from a variety of models and tweak the model even further to match your organization's goals.
2. **Mentoring doesn't happen only once in a person's life.** If we're lucky, we're constantly being mentored and mentoring others, both formally and informally.
3. **Mentoring can happen outside of work.** Some people point to the fact that certain types of companies, like busy startups, don't have the bandwidth to provide formal mentoring programs. Fair enough. But you can still find and work with a mentor outside of the workplace. There's no "rule" saying it has to be someone from the office.
4. **Yes, you can have more than one mentor at the same time.** We're finding this is especially important for the Millennial generation. Creating a mentoring network is perfectly acceptable.
5. **Mentoring, when done effectively, will be a transformative experience for the mentoree.**
6. **Mentors often get just as much out of the mentoring relationship as the mentoree.**
7. **It is possible to have an enriching mentoring relationship through new media, like Skype.** At Management Mentors, we're big proponents of "face time." We believe people need to be present (physically, ideally) in order to experience the important nuances of the "unspoken" and nonverbal gestures. But we also know that in this global world in which we live, sometimes getting two people together in the same room isn't always feasible. But technology, like Skype, does make it possible to have face time. We're excited to think where we'll be in another quarter century.
8. **Yes, the way we mentor today will be different from the way we mentor in 25, 50, and 100 years.** We'll still be mentoring though, mark our words.

Re: <http://www.management-mentors.com/about/corporate-mentoring-matters-blog/bid/108835/We-Believe-In-8-Mentoring-Truths>

*"Don't worry about failures, worry about the chances you miss when you don't even try." --Jack Canfield*

## Added Value & Wisdom

### “Quotes That Will Dare You to Do Great Things”

Article extract by Lolly Daskal, President and CEO, Lead From Within



#### EDITORIAL NOTE

The material researched and used for this publication is the intellectual property of the authors cited. In some instances part of an article has been required to be edited, (summarized and/or paraphrased) for length, and/or from different sources compiled by the editor to capture the essence and the message to bring the best information to the readers. We strive to acknowledge each and every contributing author and source to give the proper credit for their work.

On behalf of the editing team, we will like to extend our sincere gratitude to the many contributing authors for their excellent and often inspiring work that has motivated some of the important information hereby shared with all the readers. We recognize all our contributing authors and value their excellent and significant work.

We endeavor to continue offering the best first-class value added informational material with the highest quality, meaning and importance to all our readers for their personal and professional growth.

We appreciate the great support received from the readers.

At some point in life we're all faced with a decision of whether to take a risk. Whether it's leaving a miserable job, moving to a different position that stretches you, starting your own business, or even taking on a tricky new assignment, greatness requires risk.

Whether you succeed or fail, the act of taking a risk will stretch you and give you faith in yourself--and the confidence to do even more. Maybe we're meant to do things that scare us so we can build greatness in ourselves.

Allow these amazing quotes to dare you:

1. "Keep away from people who belittle your ambitions. Small people always do that, but the really great make you feel that you, too, can become great." --*Mark Twain*
2. "When I let go of what I am, I become what I might be." --*Lao Tzu*
3. "Only those who will risk going too far can possibly find out how far one can go." --*T. S. Eliot*
4. "Many great ideas have been lost because the people who had them could not stand being laughed at." --*Unknown*
5. "Two roads diverged in a wood, and I ... I took the one less traveled by, and that has made all the difference." --*Robert Frost*
6. "Unless you choose to do great things with it, it makes no difference how much you are rewarded, or how much power you have." --*Oprah Winfrey*
7. "If you do what you've always done, you'll get what you've always gotten." --*Tony Robbins*
8. "If you are not willing to risk the unusual, you will have to settle for the ordinary." --*Jim Rohn*
9. "If you're offered a seat on a rocket ship, don't ask what seat! Just get on." --*Sheryl Sandberg*
10. "People who don't take risks generally make about two big mistakes a year. People who do take risks generally make about two big mistakes a year." --*Peter F. Drucker*
11. "Once we believe in ourselves we can risk curiosity, wonder, spontaneous delight, or any experience that reveals the human spirit." --*E.E. Cummings*
12. "If you're going to be thinking anything, you might as well think big." --*Donald Trump*

Re: <http://www.inc.com/lolly-daskal/65-quotes-that-will-dare-you-to-do-great-things.html?cid=readmore>